

**AGREEMENT**

**between**

**STATE OPERATED SCHOOL DISTRICT**

**OF**

**THE CITY OF JERSEY CITY  
HUDSON COUNTY, NEW JERSEY**

**and**

**LOCAL 2262  
AMERICAN FEDERATION  
OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES  
AFL-CIO**

**JANUARY 1, 2008 TO DECEMBER 31, 2010**

**and extension year**

**January 1, 2007  
to  
December 31, 2007**

LOCAL 2262  
American Federation of State, County, Municipal Employees  
AFL-CIO  
1643 Kennedy Boulevard  
Jersey City, New Jersey 07305  
Telephone: (201) 309-4877  
Fax: (201) 433-1730

OFFICERS:

KEVIN O'REILLY  
President

GLENN SPINELLI  
Vice-President

CLIFFORD BERRY  
Secretary-Treasurer

PATRICK BALLANCE  
Recording Secretary

Executive Board Members

JOHN CUPO  
MARY GOGLUCCI  
JEFF LEDBETTER  
JOSEPH LOPEZ  
PAUL MAIELLARO  
VERONICA PANZINO  
BEN SMITH

## TABLE OF CONTENTS

### ARTICLE

I	RECOGNITION .....	1
II	DEDUCTIONS FROM SALARY .....	2
III	UNION REPRESENTATIVES .....	3
IV	EMPLOYER RIGHTS AND RESPONSIBILITIES .....	3
V	GRIEVANCE PROCEDURE .....	4
VI	HOURS .....	5
VII	OVERTIME .....	7
VIII	MEAL PERIODS .....	8
IX	HOLIDAYS .....	9
X	LEAVE OF ABSENCE FOR PERSONAL ILLNESS .....	9
XI	FUNERAL LEAVE .....	13
XII	MILITARY LEAVE .....	13
XIII	LEAVE OF ABSENCE .....	14
XIII-A	OTHER LEAVE .....	14
XIV	VACATIONS .....	14
XV	PENSIONS .....	15
XVI	DISCIPLINE .....	16
XVII	DISCHARGE .....	16
XVIII	SENIORITY .....	16
XIX	SAFETY AND HEALTH .....	17
XX	EQUAL TREATMENT .....	17
XXI	BULLETIN BOARDS .....	17
XXII	INSURANCE .....	17
XXIII	SALARIES AND LONGEVITY PLAN .....	18
XXIV	GENERAL PROVISIONS .....	18
XXV	CAR ALLOWANCE .....	18
XXVI	CHANGES, SUPPLEMENTS OR ALTERATIONS .....	18
XXVII	TERMINAL LEAVE .....	19
XXVIII	WORKING IN A HIGHER TITLE .....	19
XXIX	EXTENSION OF AGREEMENT AND MISCELLANEOUS .....	19
XXX	DENTAL PLAN .....	20
XXXI	ALLOWANCE FOR UNIFORMS .....	20
XXXII	TERM AND RENEWAL .....	21

**PREAMBLE**

This AGREEMENT made this 26<sup>th</sup> day of June, 2007, is entered into by the **STATE-OPERATED SCHOOL DISTRICT OF THE CITY OF JERSEY CITY** hereinafter referred to as the "EMPLOYER," and **LOCAL 2262**, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "UNION;" by reason of the fact that said parties have as their purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment for all employees as described in Article I of this Agreement.

## **ARTICLE I RECOGNITION**

A. The Employer hereby recognizes the Union, during the lifetime of this Agreement, as the exclusive representative for collective negotiations concerning the terms and conditions of employment for employees of the Employer in the following positions as well as all other positions set forth in the Salary Guides:

### **12 Month Employees**

- Carpenter Supervisor
- Carpenter
- Carpenter's Helper
- Custodial Fireman
- Custodial Worker
- Custodian
- Electrician Supervisor
- Electrician
- Electrician's Helper
- Electronics Repairer
- Equipment Operator
- Groundskeeper
- Head Custodian
- Laborer Supervisor
- Laborer
- Maintenance Repairer
- Painter Supervisor
- Plasterer
- Plasterer's Helper
- Plumber Supervisor
- Plumber
- Plumber's Helper
- Principal Custodian
- Senior Custodian
- Senior Maintenance Repairer (Painter)
- School Bus Dispatcher
- School Transportation Inspector/Bus Driver
- Storekeeper
- Stock Clerk
- Truck Driver

### **10 Month Employees**

- Assistant Cafeteria Manager
- Bus Attendants
- Bus Driver
- Cafeteria Manager

Cook  
Food Service Worker  
Security Guard  
Senior Cook  
Senior Food Service Worker  
Food Service Inspector

B. In the event a title change is made in any of the positions noted in Section A, and the duties and responsibilities remain the same, the new title will be included in the bargaining unit.

C. Any new title, if it is related, will be in the bargaining unit pursuant to a determination by the Public Employment Relations Commission or pursuant to an agreement between the parties.

## ARTICLE II DEDUCTIONS FROM SALARY

A. The Employer agrees to deduct the monthly Union membership dues from the pay of those employees who individually and voluntarily request in writing that such deductions be made. Such deductions shall be made in compliance with Chapter 233, New Jersey Public Laws of 1968, *N.J.S.A. (R.S.) 52:14-15.9(c)*. The amounts to be deducted shall be certified to the Secretary of the Employer by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted together with an itemized statement, to Council 52 by the fifteenth (15<sup>th</sup>) of the following month, after such deductions are made.

B. If, during the life of this Agreement, there shall be any change in the rate of the membership dues, the Union shall furnish to the Employer written notice forty-five (45) days prior to the effective date of such change. It is understood that the only obligation of the Employer shall be as noted in this Article.

C. The Union will provide the necessary "check off authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Secretary of the Employer, or his/her designee. The Union shall indemnify, defend and save the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Employer in reliance upon the salary deduction authorization card submitted by the Union to the Employer.

D. Any new employee who does not join within thirty (30) days of initial employment within the unit and any employee who does not join within ten (10) days of reentry into employment within the unit shall, as a condition of employment, pay a representative fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five percent (85%) of the regular Union

membership dues, fees, and assessments, as certified to the Employer by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union membership dues, fees, and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement, so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this Agreement by a Successor Agreement between the Union and the Employer. For the purposes of this provision, employees employed on a ten (10) month basis or who are reappointed from year to year, shall be considered to be in continuous employment.

### **ARTICLE III UNION REPRESENTATIVES**

A. The Employer shall recognize and deal with those Union representatives and grievance committee members designated by the Union through its internal processes in each Department and Division of Employment. Such Union representatives and grievance committee members limited to one (1) for each grievance, unless otherwise noted in Article V (Grievance Procedure) shall suffer no loss of regular pay for authorized time spent in processing grievances.

B. Three (3) Union representatives may be permitted an aggregate total of twelve (12) days off without loss of pay for the purpose of attending Union conventions. The aforementioned representatives, who shall have been duly authorized by the Union to attend such conventions, shall notify the Employer no less than thirty (30) days in advance of such convention.

C. The President of the Union or his/her designee shall be permitted to engage in Union business for three (3) hours per day provided that the schedule of hours is approved by his or her department director.

### **ARTICLE IV EMPLOYER RIGHTS AND RESPONSIBILITIES**

A. The Employer on its own behalf retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the Laws and Constitutions of the State of New Jersey and the United States. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Employer, and the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited only by the terms of this Agreement, and then only to the extent such terms are in conformance with Law.

## ARTICLE V GRIEVANCE PROCEDURE

### A. Definition

A grievance is any dispute which may arise between the parties regarding the application, meaning, or interpretation of this Agreement.

### B. Purpose

1. The purpose of this procedure is to secure at the lowest possible step, equitable solutions to the problems which may, from time to time, arise affecting employees.

2. Nothing therein contained shall be construed to prevent any employee from processing his/her own grievance, provided the Union may have an observer at any hearing on the employee's grievance.

### C. Procedure

1. It is important that grievances be processed as rapidly as possible, therefore, the number of days indicated at each level should be considered as maximum and every reasonable effort shall be considered to expedite the process. The time limits may be extended, however, by mutual agreement.

2. An aggrieved employee shall institute action under provisions hereof within thirty (30) calendar days of the occurrence of the grievance. Failure to act within the said thirty (30) day period shall be deemed to constitute an abandonment of the grievance.

### 3. Steps of the Grievance Procedure

#### a. Level 1-

With the immediate supervisor, who is not in the Bargaining Unit, the grievance shall be discussed at a meeting with the aggrieved employee and the Union Steward, with the immediate supervisor of the employee. A decision shall be made within five (5) workdays by the immediate supervisor and the Union will be notified.

#### b. Level 2-

If the grievance is not resolved to the employee's satisfaction, the same shall be reduced to writing by the Union within five (5) work days from the determination in paragraph a. above, and submitted to the Human Resources Department. The Human Resources Department shall meet with the grievant and his/her Steward, Local President or his/her designee. The answer to such grievance shall be



made in writing, with a copy to the Steward and Local President within five (5) working days after the meeting.

c. Level 3-

If the grievance is not resolved through Steps a., and b., then the aggrieved shall have the right to pursue the remedies afforded by the provisions of the Civil Service Act.

d. In the event the aggrieved does not elect to pursue his/her grievance under the provisions of the Civil Service Act, the Union shall have the right to submit such grievance within ten (10) working days from the determination in Step b. to the Public Employment Relations Commission for the selection of an arbitrator. The authority of the arbitrator shall be limited solely to the interpretation of the Agreement and he/she shall have no authority to add, subtract from, or modify any of the provisions of the Agreement. In rendering his/her decision, which shall be binding upon both parties, the arbitrator shall be bound by laws of the State of New Jersey and of the United States, and decisions of the courts of New Jersey.

e. In the event of arbitration, the costs of the arbitrator's services shall be paid by the losing party.

f. It is agreed between the parties that no arbitration hearing shall be held until after the expiration date of at least thirty (30) days after the decision rendered by Step b. Furthermore, no arbitration hearing shall be held unless the aggrieved specifically waives his/her right to pursue his/her legal remedies under the Civil Service Act.

4. Since adequate grievance procedures are provided in this Agreement, the Union agrees that it will not engage in, encourage, sanction or suggest strikes, slowdowns, mass resignations or mass absenteeism, or other similar actions which would involve suspension of work that may disturb or interfere with the orderly operation of the Public Schools.

5. The Union President, or his/her authorized representative, may report an impending grievance to the Human Resources Department in an effort to forestall its occurrence.

#### ARTICLE VI HOURS

A. The regular work day for all members of this Bargaining Unit assigned to the Maintenance Department shall consist of eight (8) consecutive hours of work excluding lunch periods, from 8 a.m. to 4:30 p.m., except as noted otherwise in this article.

B. The regular workweek for all members of this Bargaining Unit assigned to the Maintenance Department shall consist of not more than forty (40) hours, five (5) consecutive days, Monday through Friday.

C. The District may establish a night shift for new employees assigned to the Maintenance Department. Current employees may volunteer for the night shift. If more employees volunteer than are needed, then seniority will prevail. Employees assigned to the night shift (to commence no later than 4:30 p.m.) shall work a seven and one-half (7½) hour day exclusive of a one-half (½) hour lunch.

D. Cafeteria workers shall work thirty (30) hours per week Monday through Friday.

E. The regular workday for Custodial Personnel shall consist of eight (8) consecutive hours, which includes a one-half hour lunch period (7 ½ working hours).

F. Custodial Employees on the night shift (to commence at 2:00 p.m. or thereafter) shall work a seven and a half (7 ½) hour day, including one-half (1/2) hour for lunch.

G. Clerks and all other personnel in the warehouse shall work eight (8) hours a day exclusive of lunch.

H. Effective January 1, 2007, all delivery workers shall work eight (8) hours each day exclusive of lunch.

I. Miscellaneous employees (*i.e.* Recreational Maintenance Worker and all inactive titles) shall work eight (8) hours a day exclusive of lunch.

J. All employees shall be assigned in accordance with the existing Civil Service rules and regulations.

K. The regular work year for ten (10) month employees assigned to the Food Service Department (excluding those employees who already work in excess of the following schedule) shall be from September 1 to two (2) days after the end of the school year with the exception of Saturdays and Sundays and the holidays provided in this Agreement and the Christmas and Spring recess and the NJEA two (2) day convention recess, but shall not extend beyond June 30.

L. In the event that emergency (snow) days are required, they must be made up at the end of the year for all ten (10) month employees.

M. Food Service Inspectors will work ten (10) months, September 1, to June 30.

N. Twelve (12) month Security Guards shall work eight (8) hours a day exclusive of lunch. Ten (10) month Security Guards shall work seven and one-half (7 ½) hours exclusive of lunch. The work year for ten (10) month Security Guards shall be from September 1, to one (1) day after the end of the school year. However, no 10-month security guard shall be required to work beyond June 30<sup>th</sup>.

O. The District may assign new staggered shifts to all Security Guards (ten (10) and twelve (12) month). No staggered shift shall start after 9:30 a.m.. However, all other staggered shifts already implemented may continue as has been the practice.

P. Effective September 1, 2004, all bus drivers shall work eight (8) hours each day exclusive of lunch. Effective September 1, 2004, the District shall implement a revised work schedule for bus drivers during school recess periods when schools are closed modeled after the revised, temporary work schedules implemented for bus drivers during the 2001-2002, 2002-2003 and 2003-2004 school years.

Q. Effective July 1, 2007, the work day for all employees shall be increased 10 minutes exclusive of lunch. This time increase shall not apply to those employees already working eight (8) hours each day exclusive of lunch.

## ARTICLE VII OVERTIME

A. An employee who is requested to return to work during periods other than his/her regularly scheduled shift shall be paid overtime. The employee shall be guaranteed not less than two (2) hours at premium time if the number of hours worked is less than two (2) hours.

B. For full-time employees, hours worked in excess of those set forth in Article VI above, shall be compensated at one and one-half (1½) times the regular hourly rate of pay.

C. Security Guards shall be entitled to overtime pay at one and one-half (1½) times the hourly rate of pay for hours worked in excess of their daily work day.

D. Overtime work shall be distributed as evenly as possible to employees working within the same job classification and within the same job location.

E. The Employer in scheduling overtime work will distribute it as evenly as practicable among qualified employees under that Civil Service title normally engaged in the work involved.

F. A record of overtime hours worked by each employee shall be accessible and be made available to Union representatives at reasonable times.

G. All employees covered by this Agreement required to work on Sundays or holidays shall be compensated at the rate of two (2) times the regular hourly rate of pay.

H. When employees are called in for or work overtime on snow removal they shall receive double time pay.

I. If the employee who is on snow removal continues working into his/her regular shift his/her double time stops and straight time begins.

J. 1. A twelve (12) month employee's hourly rate for the purpose of calculating overtime shall be done in accordance with the established past practice. This practice is defined as the employee's annual salary divided by 260 days for a daily rate; then divided by the actual number of regularly scheduled work hours per day, exclusive of lunch, performed by the employee who has worked overtime, to establish the hourly rate.

2. A ten (10) month employee's hourly rate for the purpose of calculating overtime shall be done in accordance with the established past practice. This practice is defined as the employee's annual salary divided by 200 days then divided by the actual number of regularly scheduled work hours per day, exclusive of lunch, performed by the employee who has worked overtime, to establish the hourly rate.

K. As per past practice, the individuals designated as the "on call emergency man/woman" shall be compensated a minimum of two (2) hours of overtime for periods they are assigned.

#### **ARTICLE VIII MEAL PERIODS**

A. All employees covered under this Agreement with the exception of Tradesmen, Trades Foremen and Cafeteria Workers, shall be granted a lunch period in conformity with existing practice. Whenever possible, the lunch period shall be scheduled in the middle of the employee's regular shift. It is understood that the aforementioned lunch period shall be without pay.

B. Tradesmen, Trades Foremen, Laborers and all others who work eight (8) hours a day shall receive a one-half (1/2) hour lunch period without pay.

C. Cafeteria Workers in the schools shall receive a ten (10) minute break whenever possible during working hours.

**ARTICLE IX  
HOLIDAYS**

A. The following days shall be recognized as paid holidays:

1. New Year's Day
2. Martin Luther King's Birthday
3. President's Day
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. General Election (November)
10. Veteran's Day
11. Thanksgiving Day
12. Day after Thanksgiving Day
13. Christmas Eve (December 24)
14. Christmas Day
15. New Year's Eve (December 31)
16. New Year's Day
17. Rosh Hashanah\*
18. Yom Kippur\*

\*B. Rosh Hashanah and Yom Kippur will be a Holiday only when schools are closed in observance of the holiday. If schools are open, it will be a regular workday.

Christmas Eve and New Year's Eve for all employees will be a holiday only when schools are closed.

C. Whenever any of the holidays listed in Section A fall on Saturday, the preceding Friday shall be observed as the holiday, provided the schools are closed.

D. Whenever any of the holidays listed in Section A fall on Sunday, the succeeding Monday shall be observed as the holiday, provided the schools are closed.

E. The holidays in this Article are only to be taken on days when the schools are closed. Any such holidays that cannot be taken because the schools are open shall be paid double time.

**ARTICLE X  
LEAVE OF ABSENCE FOR  
PERSONAL ILLNESS**

A. Personal Illness Requiring Leave

If the absence of an employee because of personal illness exceeds five (5) days within a thirty (30) day period, the employee shall forfeit per diem pay for the time in excess, unless leave of absence is granted by the Employer, in which case the amount of deduction shall be as provided in these rules. If the days are consecutive and a leave of absence is required, the leave shall be dated from the first day of absence.

B. Leave of Absence for Personal Illness

Leave of absence for personal illness may be granted only when requested on the prescribed form signed by a regularly licensed Doctor of Medicine (a Doctor of Dental Science or Dental Surgery in case of mouth ailments) and approved by the Employer.

Said leave of absence shall not be in excess of one-half year from the first day of absence due to personal illness. All leaves of absence must be approved by the Human Resources Department.

Personal illness leave with pay shall include any absence that occurs on any day or any succeeding days that an employee is not actively performing the duties of his/her assignment.

In the computation of personal illness deductions the fifteen (15) days personal illness leave granted for the current fiscal year shall be utilized first, and next, if the absence exceeds fifteen (15) days in any fiscal year, the days in the employee's cumulative personal illness leave account shall be used.

The School District, in its sole discretion, may approve absences beyond the accumulated personal illness leave. These additional days shall be called "permissive personal illness" leave and shall be defined as one additional day for each year of employment.

Individual days of absence may not be applied against permissive leave. If any employee has not used his/her entire permissive leave in a school year, he/she may request the Superintendent of Schools or the Employer, in writing, to apply the unused days within that school year (to June 30) to a new illness leave (five (5) days or more) if such is necessary prior to the expiration of that current school year.

An employee who has served from one (1) to ten (10) years in the Jersey City School System may be allowed an absence beyond the accumulated personal illness leave and the permissive personal illness leave not greater than forty (40) days in any one fiscal year, during which period he/she shall forfeit one-half per diem substitute's pay.

An employee who has served ten (10) or more years in the Jersey City School System may be allowed an absence beyond the accumulated personal illness leave

and the permissive personal illness leave not greater than eighty (80) days in any one fiscal year, during which period he/she shall forfeit one-half per diem substitute's pay.

These extended leaves may only be granted in cases of a long and extended illness which is serious in nature. Any decision by the District in this respect shall not be subject to arbitration, but may be reviewed by the State District Superintendent. Salary payments may be discontinued in cases of absence in any one fiscal year which exceeds that enumerated in the preceding paragraphs.

C. No Loss of Pay for the First Fifteen (15) Days

1. An employee absent because of personal illness shall suffer no loss of pay for:

a. One (1) working day for each month of service during the remainder of the first fiscal year of service following assignment of permanent appointment, and

b. Fifteen (15) working days in every fiscal year thereafter.

D. Unused Days to be Accumulated

Up to a maximum of fifteen (15) days of personal illness leave for any fiscal year not required (used) by an employee shall be accumulated to his or her credit from year to year.

Accumulated personal illness with pay shall be granted an employee when needed, provided that in computing the amount of pay there shall be deducted the amount of monies which the employee is paid under the provisions of Title 34, Chapter 15 of the Revised Statutes of the State of New Jersey for Temporary Disability for any period for which the employee is entitled to receive accumulated personal illness leave pay.

E. Computation of Personal Illness Leave Deductions

In order to establish the accumulated personal illness leave presently due an employee, any portion of allowable personal illness leave not required (used) by an employee for all years of service for such employee prior to and subsequent to the adoption of civil service shall be included.

Intervening holidays shall not be counted as workdays when computing allowable personal illness leave days.

Days lost due to injuries or illness occurred as a result of activities which were required by the character of the employee's assigned work shall be excluded in the computation of allowable personal illness days.

F. Absence in Excess of One-Half Year for Personal Illness

1. An employee whose absence for personal illness exceeds one-half (½) year shall be required to take a physical examination directed by the Human Resources Department. Upon receipt of the medical report, the Employer shall either:

a. Grant an additional leave for a period not to exceed six (6) months at a loss of full pay, except in situations where the accumulated personal illness and permissive personal illness/extended leave have not been exhausted, or,

b. Return the employee to his/her position with the Employer. No further renewal or extension of leave of absence may be granted except upon the arrival, in writing, of the Civil Service Commissioner's decision where such non-instructional employees are under Civil Service.

G. Accumulated Personal Illness Incentive Plan

A non-instructional employee, upon resignation or retirement after ten (10) years of service, shall receive a lump sum payment amount of fifty dollars (\$50) per day for each unused day, accumulated in his/her personal illness leave bank. In the event of death after ten (10) years of service, the employee's estate shall receive a lump sum payment as prescribed herein.

H. Medical Examination

The Human Resources Department may arrange for the examination of an employee absent for personal illness.

I. Any employee covered by this Agreement who has at least two (2) years of continuous service with the Jersey City School District shall have the option of cashing in 30% of sick days at the rate of \$50.00 per day.

J. Attendance Incentive Plan

An employee who has no absences during his/her entire work year shall receive a \$276 bonus. The bonus will be split into two parts, \$138 each semester for employees who achieve perfect attendance during the semester. The first semester is July 1 through January 31, the second, February 1 through June 30. The only excused absences relative to this policy are: death in the immediate family, jury duty or excused vacation day(s).



**ARTICLE XI  
FUNERAL LEAVE**

A. Absence for Death in Family – in case of death of a parent, brother, sister, husband, wife, child, stepchild or relative who is a member of the immediate household of the employee, the employee shall be excused without loss of regular straight time pay, or accumulated leave, not to exceed five (5) consecutive calendar days.

B. Absence for Death of a Relative – in case of death of a relative not included in Section A above, the employee shall be excused for the day of the funeral without loss of regular straight time pay or accumulated leave.

**ARTICLE XII  
MILITARY LEAVE**

A. Any employee called into the Armed Forces of the United States during national emergency, or drafted, shall be given all the protection of applicable laws and leave of absence shall be granted as provided by applicable statutes.

B. Military Leave (Permanent Employee)  
Field Training or Attendance at Service Schools

An employee with permanent status, and any employee having temporary status with one year or more of continuous service who is required to undergo military field training or attendance at service schools for a period of two (2) weeks or less during any fiscal year shall be granted leave of absence with pay.

Military leave shall be in addition to regular vacation allowed such employee. Whenever such military field training or attendance at service schools requires the participant to remain for a longer period than the prescribed two (2) weeks, such employee shall receive the difference between his/her pay and his/her military pay for the remainder of such time, provided that such additional time of training or service school attendance is not in excess of 1 (one) calendar month during any fiscal year. Should any military field training or attendance at service schools in excess of that granted above be required in the same fiscal year, military leave without pay for each additional period shall be granted. Unused vacation leave shall be granted and may be used before military leave without pay becomes effective.

C. Leave for Extended Active Military Service

1. Any employee with permanent status entering active military service with the armed forces of the United States shall be granted:

a. Military leave without pay for the period of his/her service.

b. Earned and unused vacation leave. Such leave may be used by the employee before military leave without pay becomes effective.

c. Re-enlistment in active military service shall be considered as resignation from the employee's permanent position, unless such re-enlistment is required in accordance with Federal Law governing military service.

### **ARTICLE XIII LEAVE OF ABSENCE**

A leave of absence without pay, not to exceed six (6) months, may be granted to any permanent employee who has been employed for a period of ninety (90) days. Said leave may not be arbitrarily or unreasonably withheld.

### **ARTICLE XIII-A OTHER LEAVE**

A. All employees shall be entitled to two (2) personal business days per year without loss of pay. The personal business days shall not be cumulative. Unused personal business days shall be transferred to the sick leave bank at the end of the work year.

B. One who requests a personal business day shall submit his/her request on the form prescribed, to the Department Head in time to allow the request to reach the office of the Superintendent of Schools three (3) days prior to the day of leave.

C. Except in cases of personal emergency, personal business leave days may not be taken on:

1. The first or last week of the school year.
2. The day before or after a school holiday.
3. The day prior to or immediately following a vacation period within the school year.

### **ARTICLE XIV VACATIONS**

A. The vacation schedule shall be as follows for all employees covered under this Agreement, with the exception of 10 month employees who were hired prior to July 1, 1987:

1. One (1) day per month for the first year of employment.
2. Twenty-two (22) days for two (2) through fourteen (14) years of employment.
3. Twenty-five (25) days for fifteen (15) years or more.
4. Food Service Workers hired prior to July 1, 1987, shall continue to receive vacation pay pursuant to the past practice of the parties.

B. Ten (10) month employees, including Food Service Workers hired after July 1, 1987, shall not be entitled to vacation under this Article XIV.

C. All employees who commence employment after April 19, 1997, shall not be entitled to the current vacation schedule, but shall be eligible under a new schedule as follows:

<u>Years of Employment</u>	<u>Vacation Days</u>
less than one year	one day per month earned to a maximum of 10 days
1 through completion of 4	15 days
5 through completion of 9	20 days
10 through completion of 14	22 days
starting with the 15 <sup>th</sup> year	25 days

All employees who commenced employment prior to April 19, 1997, shall remain on the existing vacation schedule.

D. All 12 month employees assigned to the Maintenance Department, including all custodial personnel, may request to be scheduled for vacation days during the regular work year. The request must be approved by the Director of Maintenance based upon the needs of the District. This vacation initiative shall be implemented upon the establishment of guidelines mutually agreed to by Local 2262 and the District. No employee may have at any time in his/her vacation bank more than the total of his/her annual vacation allotment for the current year and the immediate preceding year.

#### ARTICLE XV PENSIONS

Employees shall receive pensions at retirement pursuant to the provisions of State Law and Local Ordinances.

**ARTICLE XVI  
DISCIPLINE**

A. Disciplinary action shall include only the following:

1. Written reprimand.
2. Suspension (Notice to be given in writing.)
3. Discharge.

B. Disciplinary action may be imposed upon an employee only for just cause. Any disciplinary action or measure imposed upon any employee may be processed as a grievance but not before other employees or the public, so as not to be done in a manner which will embarrass the employee.

**ARTICLE XVII  
DISCHARGE**

A. The employer shall not discharge any employee without just cause. Except where violence and/or the health and safety of other employees and school children may be involved, the employer shall give the Union five (5) working days notice of the intention to discharge an employee. During such five (5) days, the two (2) sides shall meet to try to resolve the case. If discharge takes place, the Union and the individual will be given a written reason for discharge and the grievance procedures may be invoked.

B. The Union shall have the right to take up the suspension and/or discharge as a grievance at the second step of the grievance procedure, and the matter shall be handled in accordance with this procedure, including arbitration.

**ARTICLE XVIII  
SENIORITY**

A. Seniority is defined as an employee's total length of service with the employer in his/her job classification, beginning with his/her date of hire, as defined under the provisions of the New Jersey Civil Service Act.

B. In all cases of shift assignment, building assignment, vacation schedules and other situations where substantial employee financial advantages or disadvantages are concerned, employees with the greatest amount of seniority shall be given preference, provided the employee has the ability to perform the work involved, subject to Article V, Grievance Procedure.

**ARTICLE XIX  
SAFETY AND HEALTH**

A. Wherever practicable, the employer shall at all times maintain safe and healthy working conditions, and will provide employees with any wearing apparel, tools or devices needed in order to assure their safety and health.

**ARTICLE XX  
EQUAL TREATMENT**

A. The Employer agrees that there will be no discrimination for reasons of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, sex or atypical hereditary cellular or blood trait of any individual, or because of the liability for service in the Armed Forces of the United States, the nationality of any individual, union membership or union activities.

B. Employee titles when used in this Agreement shall refer to all male and female personnel.

**ARTICLE XXI  
BULLETIN BOARDS**

A. Bulletin boards will be allowed by the employer at each of the work locations for the exclusive use of the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The employer shall have the right to determine the location and size of the said bulletin board, but the entire cost shall be borne by the Union.

**ARTICLE XXII  
INSURANCE**

A. Employees shall receive health insurance and hospitalization as currently provided in the Plan subscribed to by the Employer.

B. Life Insurance – The Employer will provide for Life Insurance in the amount of \$3,500.00 and Accidental Death and Dismemberment Insurance in the amount of \$3,500.00 for each employee.

C. Current medical insurance, dental and prescription benefits payments made by members of the unit shall continue but any increases shall be paid by the District for the life of contract. Prescription co-pay increases shall be consistent with the State Health Benefits Plan.

- D. A family optical plan shall be provided by the District.
- E. An optional flex spending plan will be made available.

**ARTICLE XXIII  
SALARIES AND LONGEVITY PLAN**

Salary payments shall be in accordance with the mutually agreed upon salary guides attached and incorporated into this agreement.

Longevity pay shall be as follows:

After 5 years	\$300.00
After 10 years	\$500.00
After 15 years	\$1,000.00
After 20 years	\$1,200.00

**ARTICLE XXIV  
GENERAL PROVISIONS  
(SEPARABILITY AND SAVINGS)**

Should any portion of this Agreement be held unlawful and unenforceable by any Court of competent jurisdiction such decision of the Court shall apply only to the specific portion of the Agreement affected by such decision.

**ARTICLE XXV  
CAR ALLOWANCE**

Tradesmen using their own cars to travel from school to school and to carry their own materials with which to work shall receive a car allowance at the rate of five dollars (\$5) per eight (8) hour days.

**ARTICLE XXVI  
CHANGES, SUPPLEMENTS OR  
ALTERATIONS**

Any provision of this Agreement may be changed, supplemented or altered provided both parties mutually agree in writing.

**ARTICLE XXVII  
TERMINAL LEAVE**

Employees covered under this Agreement shall be entitled to two (2) terminal leave days pay for each year of service.

**ARTICLE XXVIII  
WORKING IN A HIGHER TITLE**

Any employee working in a position which calls for a higher rate of pay than the affected employee's title, shall receive such higher rate of pay during his/her tour of duty in the higher paying position provided the employee works in such higher paying position for at least five (5) days and in that event the employee shall receive the higher rate of pay retroactively to the first day.

**ARTICLE XXIX  
EXTENSION OF AGREEMENT  
AND MISCELLANEOUS**

A. The Employer agrees that any statements in its Rules and Regulations adopted July 1, 1978, which conflict with any of the provisions of its collective bargaining agreement with Local 2262 shall be modified to the extent necessary to conform with said collective bargaining agreement. Any such statements altering the terms and conditions of employment of the employees covered by such agreement shall not be implemented without negotiation with the Union.

B. The Employer and the Union each agree to pay one-half (1/2) of the cost for the final printing of one thousand (1000) copies of this Agreement in booklet form. The Union will prepare the final Agreement format and select the printer.

C. In case of lay-offs, Civil Service rules will prevail. Prior to the lay-off of any employee covered under this Agreement, the Employer agrees to meet and confer with the Executive Board to obtain its views on the proposed action.

D. In the event negotiations for a successor Agreement continue beyond the expiration date of this Agreement, the parties agree that the provisions of this Agreement will be extended and will remain in full force and effect during such period of negotiations.

E. The extension of this Agreement shall in no way affect the rights of the parties to agree or disagree on the subject of any retroactive payments which shall be a matter of negotiations and mutual agreement.

F. This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues for the life of this Agreement.

G. The District shall have the right to create a four (4) day, ten (10) hour schedule for all general trades employees and craft positions. This shall be a trial program and on a pilot plan in buildings designated by the District. The District retains the right to terminate the program in its discretion with two (2) weeks advance notice to the Union. This program would be in lieu of a differential payment. Sick Leave, Vacation Leave and Other Day Leave shall be calculated accordingly for employees on this plan to accommodate the ten (10) hour schedule.

II. The "Head Custodian Elementary School" salary guide shall be abolished. All Head Custodians shall be placed on the "Head Custodian High School" salary guide (which shall be renamed the "Head Custodian" salary guide) consistent with normal salary guide step movement. By way of example, employees currently on step 10 of the "Head Custodian Elementary School" salary guide shall be placed on step 11 of the "Head Custodian High School" salary guide effective January 1, 2007.

I. The Employer and the Union agree to revisit and discuss the issue of direct deposit of salary checks on January 1, 2008.

#### **ARTICLE XXX DENTAL PLAN**

The Employer shall continue the current Dental benefits as established by past practice.

#### **ARTICLE XXXI ALLOWANCE FOR UNIFORMS**

A. The following employees shall be provided with the following clothing allowances which shall continue to be administered by the District through a voucher system:

1. Security Guards shall receive \$300 for the first year of employment and \$200 each year thereafter.

2. Bus Drivers shall receive \$300 for the first year of employment and \$200 each year thereafter.

3. Food Service Personnel shall receive \$150 for the first year of employment and \$100 each year thereafter.



4. Effective September 1, 2004, all Local 2262 members not currently required to wear uniforms will now be required to wear shirt and/or smock uniforms designated by the District unless specifically exempted by the District. These employees shall receive \$150 for the first year of employment and \$100 each year thereafter.

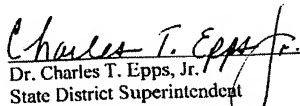
**ARTICLE XXXII  
TERM AND RENEWAL**


Provisions of this Agreement shall be effective as of January 1, 2007 and shall remain in full force and effect through December 31, 2010, subject to the right of the employer and Local 2262 to negotiate for a modification of this Agreement.

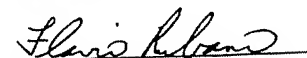
IN WITNESS WHEREOF, the parties have hereto set their hands and seals at Jersey City, New Jersey, on this 26<sup>th</sup> day of June, 2007.

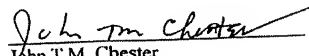
STATE-OPERATED SCHOOL  
DISTRICT OF THE CITY  
OF JERSEY CITY

By:

  
Dr. Charles T. Epps, Jr.  
State District Superintendent

  
Ken Iwama  
Chief Labor Counsel

  
Flavio Rubano  
Associate Superintendent

  
John T.M. Chester  
Special Assistant

AMERICAN FEDERATION OF  
STATE, COUNTY AND  
MUNICIPAL EMPLOYEES, AFL-CIO

By: X - 5 only  
Kevin O'Reilly  
President

Glenn Spinelli  
Glenn Spinelli  
Vice-President

Clifford Berry  
Clifford Berry  
Secretary-Treasurer

Patrick Ballance  
Patrick Ballance  
Recording Secretary

John E. Cupo  
John Cupo  
Executive Board Member

Mary Goglucci  
Mary Goglucci  
Executive Board Member

Joseph Lopez  
Joseph Lopez  
Executive Board Member

Paul A. Maiellaro  
Paul Maiellaro  
Executive Board Member

Veronica Panzino  
Veronica Panzino  
Executive Board Member

Ben Smith  
Ben Smith  
Executive Board Member

Jeff Leubetter  
Jeff Leubetter  
Executive Board Member

Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
2262						
Boiler Operator	A	1	34,466	34,986	35,684	36,277
		2	35,092	35,619	36,340	36,934
		3	35,823	36,362	37,096	37,704
		4	36,374	36,921	37,666	38,283
		5	37,423	37,985	38,754	39,387
		6	38,484	39,073	39,864	40,515
		7	39,602	40,196	41,011	41,681
		8	40,744	41,357	42,194	42,883
		9	41,760	42,388	43,246	43,952
		10	43,100	43,749	44,634	45,363
Motor Vehicle Operator Handicap.	AA	1	39,445	40,038	40,848	41,515
		2	40,157	40,761	41,586	42,265
		3	40,997	41,613	42,455	43,149
		4	41,624	42,250	43,105	43,809
		5	42,827	43,471	44,351	45,075
		6	44,055	44,717	45,623	46,368
		7	45,320	46,002	46,933	47,699
		8	46,184	46,859	47,807	48,588
		9	46,184	46,859	47,807	48,588
		10	47,569	48,284	49,261	50,068
Senior Storekeeper	AAA	1	39,903	40,503	41,323	41,998
		2	40,583	41,184	42,028	42,714
		3	41,383	42,006	42,856	43,556
		4	41,983	42,614	43,477	44,187
		5	43,131	43,779	44,666	45,385
		6	44,304	44,970	45,880	46,629
		7	45,509	46,193	47,128	47,898
		8	46,756	47,460	48,420	49,211
		9	48,034	49,870	50,876	51,503
		10	55,278	56,110	57,245	58,180
Supervising Laborer	B	1	42,911	43,556	44,438	45,163
		2	43,687	44,344	45,241	45,980
		3	44,598	45,269	46,185	46,939
		4	45,282	45,963	46,893	47,659
		5	46,590	47,291	48,248	49,036
		6	47,827	48,548	49,533	50,443
		7	49,302	50,043	51,056	51,890
		8	50,724	51,487	52,529	53,387
		9	52,129	52,913	53,984	54,865
		10	54,414	55,232	56,350	57,270
Painter	BB	1	44,112	44,778	45,682	46,428
		2	45,409	46,092	47,025	47,793
		3	46,745	47,448	48,408	49,199
		4	48,119	48,843	49,832	50,645
		5	49,536	50,281	51,299	52,138
		6	50,992	51,759	52,806	53,669
		7	52,493	53,283	54,381	55,249
		8	54,037	54,850	55,960	56,874
		9	55,627	56,464	57,607	58,547
		10	57,262	58,123	59,299	60,268
		11	58,947	59,833	61,044	62,041
		12	60,750	61,764	62,917	63,960
Storekeeper	BBB	1	38,555	39,135	39,827	40,579
		2	39,211	39,801	40,607	41,270
		3	39,981	40,583	41,404	42,080
		4	40,582	41,172	42,005	42,691
		5	41,665	42,292	43,148	43,852
		6	42,799	43,442	44,321	45,045
		7	43,982	44,623	45,526	46,270
		8	45,164	45,843	46,771	47,534
		9	46,332	47,029	47,980	48,764
		10	48,253	48,978	49,970	50,786

Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
Carpenter	C	1	44,112	44,776	45,882	46,428
		2	45,409	46,082	47,025	47,793
		3	46,745	47,448	48,408	49,199
		4	48,119	48,843	49,832	50,645
		5	49,536	50,281	51,298	52,136
		6	50,992	51,759	52,807	53,669
		7	52,493	53,282	54,381	55,248
		8	54,037	54,850	55,960	56,874
		9	55,627	56,484	57,607	58,547
		10	57,262	58,123	59,299	60,268
		11	58,947	59,833	61,044	62,041
		12	60,712	61,716	62,857	63,920
Painter's Helper	CC	1	33,681	34,187	34,879	35,449
		2	34,290	34,806	35,510	36,060
		3	35,005	35,531	36,250	36,842
		4	35,843	36,078	36,808	37,409
		5	36,807	37,117	37,869	38,487
		6	37,817	38,183	38,955	39,592
		7	38,896	39,278	40,073	40,728
Supervising Carpenter	CCC	1	44,350	45,017	45,828	46,678
		2	45,149	45,828	46,755	47,519
		3	46,096	46,789	47,736	48,518
		4	47,191	47,994	48,956	49,747
		5	48,346	49,359	50,332	51,154
		6	49,563	50,586	51,577	52,409
		7	50,841	51,869	52,880	53,720
		8	52,179	53,202	54,233	55,083
		9	53,577	54,600	55,641	56,501
		10	55,034	56,057	57,108	58,078
		11	56,551	57,574	58,645	59,625
		12	58,128	59,151	60,232	61,222
Cashier/Food Service Worker	D	1	25,120	25,498	26,014	26,439
		2	25,573	25,958	26,483	26,916
		3	26,107	26,500	27,036	27,477
		4	26,713	27,116	27,663	28,119
		5	27,391	27,804	28,362	28,829
		6	28,141	28,564	29,136	29,613
		7	28,964	29,397	29,980	30,467
		8	29,871	30,314	30,907	31,394
		9	30,862	31,315	31,918	32,415
		10	31,937	32,390	32,993	33,490
		11	33,096	33,549	34,152	34,659
		12	34,339	34,792	35,395	35,892
Plasterer	DD	1	44,112	44,776	45,882	46,428
		2	45,409	46,082	47,025	47,793
		3	46,745	47,448	48,408	49,199
		4	48,119	48,843	49,832	50,645
		5	49,536	50,281	51,298	52,136
		6	50,992	51,759	52,807	53,669
		7	52,493	53,282	54,381	55,248
		8	54,037	54,850	55,960	56,874
		9	55,627	56,484	57,607	58,547
		10	57,262	58,123	59,299	60,268
		11	58,947	59,833	61,044	62,041
		12	60,712	61,716	62,857	63,920
Supervising Electrician	DDD	1	44,350	45,017	45,828	46,678
		2	45,149	45,828	46,755	47,519
		3	46,096	46,789	47,736	48,518
		4	47,191	47,994	48,956	49,747
		5	48,346	49,359	50,332	51,154
		6	49,563	50,586	51,577	52,409
		7	50,841	51,869	52,880	53,720
		8	52,179	53,202	54,233	55,083
		9	53,577	54,600	55,641	56,501
		10	55,034	56,057	57,108	58,078
		11	56,551	57,574	58,645	59,625
		12	58,128	59,151	60,232	61,222

Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
Plumber	EE	1	44,112	44,776	45,682	46,428
	EE	2	45,409	46,092	47,025	47,793
	EE	3	46,745	47,448	48,408	49,199
	EE	4	48,120	48,843	49,832	50,846
	EE	5	49,536	50,281	51,298	52,136
	EE	6	50,992	51,759	52,806	53,689
	EE	7	52,493	53,283	54,361	55,249
	EE	8	54,036	54,849	55,959	56,873
	EE	9	55,627	56,464	57,607	58,547
	EE	10	57,262	58,123	59,299	60,288
	EE	11	58,947	59,833	61,044	62,041
	EE	12	60,686	61,752	62,993	63,958
Supervisor of Electronic Repairer	EEE	1	44,350	45,017	45,928	46,878
	EEE	2	45,149	45,828	46,755	47,519
	EEE	3	46,098	46,789	47,736	48,516
	EEE	4	46,791	47,494	48,456	49,247
	EEE	5	48,196	48,891	49,860	50,695
	EEE	6	49,583	50,328	51,347	52,155
	EEE	7	51,041	51,809	52,867	53,720
	EEE	8	52,574	53,362	54,451	55,288
	EEE	9	54,187	55,000	56,135	56,978
	EEE	10	55,876	56,729	57,909	58,794
	EEE	11	57,647	58,542	59,765	60,684
	EEE	12	59,498	60,437	61,700	62,557
Supervising Equipment Operator	F	1	36,150	36,694	37,436	38,048
	F	2	36,800	37,354	38,110	38,732
	F	3	37,574	38,136	38,911	39,546
	F	4	38,139	38,712	39,496	40,141
	F	5	39,261	39,852	40,658	41,322
	F	6	40,417	41,025	41,856	42,539
	F	7	41,606	42,232	43,086	43,790
	F	8	42,826	43,477	44,356	45,068
	F	9	44,074	44,749	45,659	46,388
	F	10	45,359	46,065	47,009	47,758
	F	11	46,680	47,427	48,409	49,199
	F	12	48,037	48,827	49,857	50,695
Plumber's Helper	FF	1	36,740	37,293	38,048	38,669
	FF	2	37,405	37,967	38,736	39,368
	FF	3	38,184	38,758	39,543	40,189
	FF	4	38,772	39,355	40,151	40,807
	FF	5	39,888	40,488	41,308	41,982
	FF	6	41,038	41,653	42,496	43,190
	FF	7	42,215	42,850	43,717	44,431
	FF	8	43,421	44,077	45,014	45,737
	FF	9	44,658	45,335	46,302	47,025
	FF	10	45,934	46,637	47,677	48,456
	FF	11	47,249	47,977	49,059	49,842
	FF	12	48,604	49,357	50,489	51,292
Transportation Inspector	FFF	1	37,359	37,921	38,688	39,320
	FFF	2	38,034	38,606	39,388	40,031
	FFF	3	38,827	39,411	40,209	40,865
	FFF	4	39,424	40,017	40,827	41,484
	FFF	5	40,561	41,171	42,005	42,680
	FFF	6	41,727	42,355	43,212	43,917
	FFF	7	42,924	43,569	44,451	45,177
	FFF	8	44,160	44,825	45,732	46,479
	FFF	9	45,434	46,121	47,070	47,825
	FFF	10	46,747	47,461	48,457	49,242
	FFF	11	48,099	48,841	49,889	50,684
	FFF	12	49,490	50,271	51,369	52,192
Custodian	G	1	33,681	34,187	34,879	35,449
	G	2	34,290	34,806	35,510	36,090
	G	3	35,005	35,531	36,250	36,842
	G	4	35,543	36,078	36,808	37,409
	G	5	36,587	37,117	37,869	38,487
	G	6	37,617	38,183	38,955	39,592
	G	7	38,696	39,278	40,073	40,728
	G	8	39,813	40,412	41,230	41,903
	G	9	40,829	41,443	42,282	42,972
	G	10	42,229	42,864	43,731	44,446

Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
Principal Custodian	GG	1	35,375	35,907	36,634	37,232
		2	36,015	36,566	37,296	37,905
		3	36,765	37,316	38,074	38,686
		4	37,330	37,891	38,658	39,290
		5	38,408	38,985	39,774	40,424
		6	39,511	40,105	40,917	41,585
		7	40,644	41,255	42,090	42,778
		8	41,818	42,447	43,306	44,013
		9	42,834	43,580	44,462	45,188
		10	44,830	45,301	46,218	46,972
Custodial Worker/Delivery Worker	H	1	35,086	35,624	36,345	36,938
		2	35,730	36,268	37,002	37,606
		3	36,476	37,025	37,774	38,391
		4	37,038	37,586	38,356	38,982
		5	38,104	38,677	39,460	40,104
		6	39,199	39,788	40,594	41,257
		7	40,324	40,930	41,759	42,441
		8	41,487	42,111	42,963	43,665
		9	42,965	43,611	44,494	45,220
		10	46,313	47,010	47,961	48,744
Principal Storekeeper	HH	1	41,251	41,872	42,719	43,417
		2	41,955	42,566	43,448	44,158
		3	42,783	43,426	44,305	45,029
		4	43,405	44,058	44,950	45,684
		5	44,593	45,263	46,180	46,934
		6	45,808	46,497	47,438	48,212
		7	47,057	47,765	48,732	49,528
		8	48,351	49,078	50,071	50,889
		9	51,478	52,252	53,310	54,180
		10	61,990	62,922	64,196	65,244
School Transportation Inspector	HHH	1	38,647	39,228	40,022	40,876
		2	39,346	39,938	40,746	41,412
		3	40,165	40,770	41,595	42,274
		4	40,785	41,399	42,237	42,927
		5	41,956	42,587	43,449	44,158
		6	43,161	43,810	44,697	45,427
		7	44,403	45,070	45,983	46,734
		8	45,389	46,071	47,004	47,771
		9	46,220	46,915	47,864	48,546
		10	47,626	48,342	49,320	50,126
Custodial Worker/Driver	I	1	34,965	35,491	36,209	36,801
		2	35,697	36,133	36,864	37,466
		3	36,340	36,886	37,633	38,247
		4	36,897	37,452	38,210	38,834
		5	37,961	38,532	39,312	39,954
		6	39,050	39,637	40,440	41,100
		7	40,173	40,777	41,602	42,282
		8	41,334	41,955	42,804	43,503
		9	42,965	43,611	44,494	45,220
		10	46,313	47,010	47,961	48,744
Recreation Maintenance Worker	II	1	34,416	34,934	35,641	36,223
		2	34,998	35,524	36,243	36,835
		3	35,681	36,217	36,950	37,554
		4	36,194	36,738	37,482	38,094
		5	37,171	37,730	38,494	39,123
		6	38,174	38,748	39,532	40,178
		7	39,205	39,795	40,600	41,263
		8	40,270	40,876	41,703	42,364
		9	41,113	41,732	42,576	43,272
		10	42,364	43,001	43,871	44,588

Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
School Bus Dispatcher	III	1	47,386	48,099	49,072	49,874
		2	48,086	48,809	49,797	50,610
		3	48,905	49,641	50,646	51,473
		4	49,525	50,269	51,287	52,124
		5	50,696	51,458	52,500	53,357
		6	51,901	52,682	53,748	54,626
		7	53,142	53,941	55,033	55,932
		8	54,128	54,942	56,054	56,968
		9	54,959	55,786	56,915	57,844
		10	56,365	57,213	58,371	59,324
Custodial Worker M/W	J	1	30,717	31,179	31,610	32,330
		2	31,273	31,743	32,386	32,815
		3	31,925	32,405	33,061	33,601
		4	32,416	32,903	33,569	34,117
		5	33,350	33,851	34,636	35,100
		6	34,307	34,823	35,528	36,108
		7	35,293	35,824	36,549	37,148
		8	36,311	36,857	37,603	38,217
		9	37,113	37,671	38,434	39,062
		10	38,242	38,817	39,603	40,249
Senior Custodian	K	1	34,505	35,024	35,732	36,318
		2	35,129	35,658	36,380	36,974
		3	35,861	36,400	37,137	37,744
		4	36,412	36,960	37,708	38,324
		5	37,462	38,026	38,795	39,429
		6	38,537	39,116	39,908	40,580
		7	39,645	40,241	41,056	41,726
		8	40,786	41,401	42,239	42,929
		9	41,854	42,484	43,343	44,051
		10	43,406	44,058	44,850	45,684
School Bus Driver	KK	1	32,187	32,851	33,312	33,856
		2	32,749	33,241	33,814	34,458
		3	33,432	33,935	34,622	35,187
		4	33,946	34,456	35,154	35,728
		5	34,923	35,448	36,166	36,758
		6	35,928	36,466	37,204	37,812
		7	36,958	37,514	38,274	38,899
		8	38,026	38,598	39,379	40,022
		9	38,913	39,499	40,288	40,956
		10	40,097	40,700	41,524	42,202
Security Guards-12 months	LL	1	29,224	29,864	30,264	30,758
		2	29,679	30,125	30,735	31,237
		3	30,220	30,674	31,295	31,806
		4	30,613	31,073	31,702	32,220
		5	31,397	31,869	32,515	33,045
		6	32,204	32,689	33,350	33,895
		7	33,034	33,531	34,210	34,768
		8	33,098	33,596	38,416	39,046
		9	38,527	40,122	40,934	41,603
		10	41,829	42,459	43,318	44,025
Delivery Worker	M	1	33,342	33,844	34,529	35,093
		2	33,945	34,455	35,152	35,726
		3	34,853	35,175	35,886	36,472
		4	35,185	35,714	36,437	37,032
		5	36,200	36,745	37,469	38,101
		6	37,239	37,799	38,564	39,194
		7	39,485	40,079	40,890	41,558
		8	41,906	42,536	43,397	44,106
		9	44,888	45,558	46,459	47,188
		10	48,099	48,809	49,797	50,610
Senior Boiler Operator	MM	1	34,488	35,007	35,715	36,298
		2	35,111	35,640	36,361	36,955
		3	35,844	36,383	37,120	37,726
		4	36,395	36,942	37,690	38,305
		5	37,444	38,007	38,777	39,410
		6	38,519	39,088	39,889	40,541
		7	39,625	40,220	41,035	41,705
		8	40,767	41,381	42,218	42,908
		9	41,809	42,437	43,296	44,003
		10	43,250	43,900	44,789	45,520

Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
Electrician	N	1	44,112	44,776	45,682	46,428
		2	45,409	46,092	47,025	47,793
		3	46,745	47,448	48,408	49,199
		4	48,119	48,843	49,832	50,645
		5	49,536	50,281	51,299	52,138
		6	50,992	51,759	52,806	53,669
		7	52,493	53,283	54,361	55,249
		8	54,037	54,850	55,960	56,874
		9	55,627	56,464	57,607	58,547
		10	57,262	58,123	59,299	60,268
		11	58,947	59,833	61,044	62,041
		12	60,636	61,943	63,188	64,450
Senior Chauffeur	NN	1	43,218	43,868	44,756	45,488
		2	44,000	44,661	45,565	46,309
		3	44,917	45,593	46,516	47,275
		4	45,807	46,293	47,230	48,001
		5	46,924	47,629	48,593	49,387
		6	48,270	48,966	49,988	50,804
		7	49,656	50,403	51,423	52,262
		8	50,150	50,904	51,934	52,782
		9	50,150	50,904	51,934	52,782
		10	51,675	52,452	53,514	54,388
		11	51,675	52,452	53,514	54,388
		12	53,112	54,776	56,682	58,428
Electronic Repairer	O	1	44,112	44,776	45,682	46,428
		2	45,409	46,092	47,025	47,793
		3	46,745	47,448	48,408	49,199
		4	48,119	48,843	49,832	50,645
		5	49,536	50,281	51,298	52,136
		6	50,992	51,759	52,806	53,669
		7	52,493	53,283	54,361	55,249
		8	54,037	54,850	55,960	56,874
		9	55,627	56,464	57,607	58,547
		10	57,262	58,123	59,299	60,268
		11	58,947	59,833	61,044	62,041
		12	60,636	61,943	63,188	64,450
Senior Custodian Worker	OO	1	31,001	31,468	32,105	32,629
		2	31,561	32,036	32,685	33,218
		3	32,221	32,706	33,368	33,913
		4	32,715	33,207	33,879	34,433
		5	33,658	34,164	34,856	35,425
		6	34,825	35,145	35,857	36,442
		7	35,618	36,153	36,885	37,487
		8	36,645	37,197	37,949	38,569
		9	37,672	38,239	39,013	39,650
		10	39,370	39,962	40,771	41,437
		11	37,375	37,937	38,705	39,337
		12	38,050	38,622	39,404	40,047
Equipment Operator	P	1	38,844	39,426	40,225	40,883
		2	39,440	40,033	40,843	41,510
		3	40,578	41,186	42,022	42,708
		4	41,744	42,372	43,229	43,935
		5	42,941	43,587	44,459	45,195
		6	44,181	44,845	45,753	46,500
		7	45,344	46,028	46,958	47,724
		8	47,062	47,770	48,737	49,533
		9	44,112	44,776	45,682	46,428
		10	45,409	46,092	47,025	47,793
		11	46,745	47,448	48,408	49,199
		12	48,119	48,843	49,832	50,645
Senior Electronics Repairer	PP	1	49,536	50,281	51,298	52,136
		2	50,992	51,759	52,806	53,669
		3	52,493	53,283	54,361	55,249
		4	54,037	54,850	55,960	56,874
		5	55,627	56,464	57,607	58,547
		6	57,262	58,123	59,299	60,268
		7	58,947	59,833	61,044	62,041
		8	60,636	61,943	63,188	64,450
		9	62,329	64,221	66,521	68,591
		10	64,028	66,521	69,540	72,075
		11	65,724	68,591	71,943	75,075
		12	67,500	70,750	74,500	78,750



Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
Supervisor of Security-12 months	Q	1	36,855	37,206	37,959	38,579
	Q	2	37,245	37,805	38,571	39,200
	Q	3	37,940	38,510	39,290	39,931
	Q	4	38,461	39,040	39,830	40,480
	Q	5	39,454	40,048	40,858	41,528
	Q	6	40,476	41,085	41,916	42,601
	Q	7	41,523	42,148	43,001	43,703
	Q	8	42,607	43,248	44,124	44,844
	Q	9	43,735	44,392	45,291	46,031
	Q	10	45,860	46,549	47,482	48,287
Senior Fire Extinguisher/ Svc. Worker	QQ	1	34,063	34,576	35,275	35,851
	QQ	2	34,679	35,200	35,913	36,499
	QQ	3	35,403	35,935	36,663	37,281
	QQ	4	35,946	36,487	37,225	37,833
	QQ	5	36,982	37,539	38,298	38,924
	QQ	6	38,044	38,616	39,398	40,041
	QQ	7	39,136	39,725	40,529	41,191
	QQ	8	40,267	40,873	41,700	42,381
	QQ	9	41,334	41,955	42,804	43,503
	QQ	10	42,591	43,231	44,106	44,827
Food Service Inspector- 12 Mos.	R	1	41,214	41,834	42,680	43,377
	R	2	41,958	42,589	43,451	44,181
	R	3	42,834	43,478	44,358	45,083
	R	4	43,491	44,145	45,039	45,774
	R	5	44,747	45,420	46,339	47,066
	R	6	46,031	46,724	47,669	48,448
	R	7	47,353	48,065	49,038	49,839
	R	8	48,718	49,451	50,451	51,275
	R	9	50,323	51,079	52,113	52,964
	R	10	53,859	54,486	55,568	56,478
Supervising Plumber	RR	1	44,350	45,017	45,928	46,878
	RR	2	45,149	45,828	46,755	47,519
	RR	3	46,098	46,789	47,738	48,518
	RR	4	46,791	47,494	48,456	49,247
	RR	5	48,166	48,891	49,880	50,695
	RR	6	49,583	50,328	51,347	52,185
	RR	7	51,041	51,809	52,857	53,720
	RR	8	52,530	53,396	54,578	55,551
	RR	9	54,057	54,927	56,131	57,178
	RR	10	55,627	56,499	57,790	58,894
Supervising Painter	S	1	44,350	45,017	45,928	46,878
	S	2	45,149	45,828	46,755	47,519
	S	3	46,098	46,789	47,738	48,518
	S	4	46,791	47,494	48,456	49,247
	S	5	48,166	48,891	49,880	50,695
	S	6	49,583	50,328	51,347	52,185
	S	7	51,041	51,809	52,857	53,720
	S	8	52,530	53,396	54,578	55,551
	S	9	54,057	54,927	56,131	57,178
	S	10	55,627	56,499	57,790	58,894
Senior Maint. Repairer/Painter	SS	1	33,681	34,187	34,879	35,449
	SS	2	34,290	34,806	35,510	36,090
	SS	3	35,005	35,531	36,250	36,842
	SS	4	35,543	36,078	36,808	37,409
	SS	5	36,567	37,117	37,869	38,487
	SS	6	37,617	38,183	38,955	39,592
	SS	7	38,696	39,278	40,073	40,728
	SS	8	39,813	40,412	41,230	41,903
	SS	9	40,968	41,443	42,282	42,972
	SS	10	42,229	42,664	43,731	44,446

Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
Groundskeeper	T	1	31,000	31,466	32,103	32,628
	T	2	31,560	32,035	32,683	33,217
	T	3	32,220	32,704	33,366	33,911
	T	4	32,714	33,206	33,878	34,431
	T	5	33,657	34,163	34,854	35,424
	T	6	34,623	35,144	35,855	36,441
	T	7	35,616	36,152	36,884	37,485
Tile Setter	TT	1	39,370	39,962	40,771	41,437
	TT	2	32,148	32,631	33,292	33,836
	TT	3	32,730	33,222	33,894	34,448
	TT	4	33,412	33,915	34,601	35,166
	TT	5	33,925	34,438	35,133	35,708
	TT	6	34,903	35,428	36,145	36,733
	TT	7	35,905	36,445	37,183	37,790
Head Custodian	TT	8	36,937	37,492	38,251	38,876
	TT	9	38,002	38,573	39,354	39,997
	TT	10	39,027	39,512	40,312	40,870
	U	1	40,061	40,664	41,487	42,164
	U	2	37,246	37,806	38,572	39,202
	U	3	37,920	38,491	39,270	39,911
	U	4	38,712	39,294	40,089	40,744
	U	5	39,306	39,897	40,704	41,369
	U	6	40,439	41,047	41,878	42,562
	U	7	41,602	42,228	43,063	43,786
	U	8	42,796	43,439	44,318	45,042
	U	9	44,030	44,892	45,896	46,341
	U	10	45,258	45,938	46,868	47,634
	U	11	46,485	47,184	48,139	48,925
Truck Driver	U	12	47,712	48,429	49,409	50,218
	U	13	48,940	49,429	50,661	51,509
	UU	1	50,848	51,612	52,657	53,517
	UU	2	38,105	38,678	39,461	40,105
	UU	3	38,795	39,378	40,175	40,831
	UU	4	39,603	40,199	41,012	41,662
	UU	5	40,211	40,816	41,642	42,322
	UU	6	41,371	41,993	42,843	43,543
	UU	7	42,559	43,199	44,074	44,793
	UU	8	43,780	44,439	45,338	46,078
Laborer	V	1	47,895	48,615	49,599	50,409
	V	2	36,801	37,355	38,111	38,733
	V	3	37,467	38,030	38,800	39,434
	V	4	38,249	38,824	39,610	40,257
	V	5	39,835	39,419	40,217	40,874
	V	6	41,102	40,559	41,380	42,056
	V	7	43,821	41,720	42,564	43,260
Maintenance Repairer	W	8	46,510	44,480	45,380	46,121
	W	1	36,740	37,209	38,048	38,669
	W	2	37,405	37,293	38,048	38,669
	W	3	38,184	37,967	38,736	39,368
	W	4	38,772	38,758	39,543	40,189
	W	5	39,888	39,355	40,151	40,807
	W	6	41,036	40,488	41,308	41,982
	W	7	42,215	41,653	42,496	43,190
	W	8	43,431	42,850	43,717	44,431
	W	9	44,435	44,084	44,977	45,711
Senior SecurityGuards-12 months	WW	10	45,787	45,103	46,016	46,768
	WW	1	30,137	30,590	31,209	31,719
	WW	2	30,608	31,068	31,697	32,215
	WW	3	31,168	31,637	32,277	32,804
	WW	4	31,577	32,052	32,701	33,235
	WW	5	32,389	32,876	33,542	34,089
	WW	6	33,226	33,726	34,409	34,970
	WW	7	34,086	34,599	35,299	35,876
	WW	8	36,295	36,871	37,657	38,305
	WW	9	40,146	40,750	41,575	42,254
	WW	10	43,195	43,845	44,732	45,463

Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
Mason	X	1	44,112	44,776	45,662	46,428
		2	45,409	46,062	47,025	47,793
		3	46,745	47,448	48,408	49,199
		4	48,119	48,843	49,832	50,645
		5	49,536	50,281	51,298	52,138
		6	50,992	51,759	52,808	53,669
		7	52,493	53,283	54,361	55,249
		8	54,037	54,850	55,950	56,874
		9	55,627	56,464	57,607	58,547
		10	57,262	58,123	59,299	60,268
		11	58,947	59,833	61,044	62,041
		12	60,698	61,743	62,915	64,050
Senior Stock Clerk	XX	1	34,288	34,804	35,508	36,088
		2	34,866	35,391	36,107	36,696
		3	35,547	36,082	36,812	37,413
		4	36,057	36,599	37,340	37,950
		5	37,033	37,590	38,351	38,977
		6	38,031	38,603	39,385	40,028
		7	39,057	39,644	40,448	41,107
		8	40,118	40,721	41,546	42,224
		9	41,225	41,845	42,692	43,369
		10	43,282	43,913	44,602	45,334
Mechanic	Y	1	36,739	37,292	38,048	38,668
		2	37,403	37,966	38,734	39,367
		3	38,183	38,757	39,542	40,187
		4	38,771	39,354	40,150	40,806
		5	39,687	40,287	41,107	41,861
		6	41,035	41,652	42,495	43,189
		7	42,211	42,846	43,714	44,427
		8	51,313	52,085	53,139	54,007
		9	53,780	54,589	55,694	56,603
		10	57,079	57,938	59,111	60,078
Stock Clerk-Warehouse	YY	1	34,372	34,889	35,595	36,176
		2	34,953	35,478	36,196	36,787
		3	35,635	36,171	36,903	37,506
		4	36,146	36,689	37,432	38,043
		5	37,125	37,683	38,446	39,073
		6	38,126	38,699	39,483	40,127
		7	39,155	39,744	40,548	41,210
		8	40,219	40,824	41,650	42,330
		9	40,869	41,483	42,323	43,014
		10	42,112	42,746	43,611	44,323
Supervising Plasterer	Z	1	44,350	45,017	45,928	46,678
		2	45,149	45,828	46,755	47,519
		3	46,096	46,789	47,736	48,516
		4	46,791	47,494	48,456	49,247
		5	48,166	48,891	49,880	50,695
		6	49,683	50,328	51,347	52,185
		7	51,041	51,809	52,857	53,720
		8	57,328	58,393	59,575	60,548
		9	61,927	62,859	64,131	65,178
		10	65,267	66,249	67,590	68,694
		11	68,787	69,822	71,235	72,398
		12	74,354	75,472	77,000	78,257
Stock Handler	ZZ	1	32,104	32,588	33,246	33,789
		2	32,684	33,178	33,847	34,400
		3	33,366	33,868	34,554	35,118
		4	33,877	34,387	35,083	35,656
		5	34,856	35,380	36,066	36,686
		6	35,867	36,397	37,133	37,740
		7	36,886	37,441	38,199	38,823
		8	37,950	38,521	39,301	39,942
		9	38,600	39,181	39,974	40,627
		10	39,774	40,373	41,190	41,862

Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
			-	-	-	-
			-	-	-	-
			-	-	-	-
226210			-	-	-	-
Security Guard-10 months	G	1	21,936	22,268	22,717	23,088
	G	2	22,281	22,627	23,085	23,462
	G	3	22,713	23,054	23,521	23,905
	G	4	23,019	23,385	23,838	24,227
	G	5	23,629	23,985	24,470	24,870
	G	6	24,258	24,623	25,121	25,532
	G	7	28,002	28,423	28,968	29,472
	G	8	28,773	29,206	29,787	30,283
	G	9	30,717	31,179	31,810	32,330
	G	10	32,532	33,021	33,689	34,239
Senior Security Guard-10 months	H	1	23,717	24,074	24,561	25,062
	H	2	24,104	24,466	24,961	25,369
	H	3	24,583	24,932	25,437	25,852
	H	4	24,887	25,272	25,783	26,204
	H	5	25,564	25,949	26,474	26,906
	H	6	26,249	26,644	27,183	27,627
	H	7	26,954	27,360	27,913	28,369
	H	8	30,405	30,862	31,487	32,001
	H	9	31,923	32,403	33,059	33,599
	H	10	34,391	34,908	35,614	36,196
Supervisor of Security Guard-10 mo.	I	1	26,989	27,405	27,959	28,416
	I	2	27,444	27,856	28,420	28,884
	I	3	27,972	28,393	28,968	29,441
	I	4	28,360	28,788	29,369	29,849
	I	5	29,126	29,564	30,163	30,655
	I	6	29,917	30,367	30,981	31,487
	I	7	30,730	31,192	31,823	32,343
	I	8	35,461	35,994	36,723	37,323
	I	9	38,456	39,005	39,754	40,370
	I	10	39,292	39,853	40,690	41,354
			-	-	-	-
			-	-	-	-
226220			-	-	-	-
Cook	A	1	27,858	28,074	28,642	29,110
	A	2	28,158	28,581	29,160	29,636
	A	3	28,745	29,178	29,768	30,254
	A	4	29,187	29,626	30,225	30,719
	A	5	30,029	30,480	31,087	31,605
	A	6	30,891	31,356	31,991	32,513
	A	7	31,777	32,255	32,908	33,446
	A	8	32,694	33,185	33,857	34,410
	A	9	33,278	33,778	34,462	35,025
	A	10	34,290	34,806	35,510	36,090
Food Service Worker	B	1	25,120	25,498	26,014	26,438
	B	2	25,573	25,957	26,483	26,915
	B	3	26,107	26,500	27,036	27,478
	B	4	26,508	26,906	27,451	27,898
	B	5	27,273	27,683	28,243	28,704
	B	6	28,056	28,477	29,054	29,528
	B	7	28,861	29,295	29,888	30,376
	B	8	29,693	30,139	30,749	31,251
	B	9	29,587	30,032	30,640	31,141
	B	10	30,487	30,946	31,572	32,088
Senior Food Service Worker	C	1	25,175	25,554	26,071	26,497
	C	2	25,631	26,015	26,543	26,976
	C	3	26,166	26,559	27,097	27,539
	C	4	26,567	26,967	27,513	27,962
	C	5	27,333	27,744	28,305	28,767
	C	6	28,117	28,540	29,118	29,593
	C	7	28,925	29,360	29,955	30,444
	C	8	29,759	30,206	30,818	31,321
	C	9	29,905	30,356	30,969	31,475
	C	10	30,815	31,278	31,911	32,432
			-	-	-	-

Title	Grade	Step	1/1/2007 Step Value	1/1/2008 Step Value	1/1/2009 Step Value	1/1/2010 Step Value
Cafeteria Manager	A	1	30,193	30,647	31,267	31,778
	A	2	30,739	31,201	31,833	32,352
	A	3	31,380	31,852	32,497	33,028
	A	4	31,863	32,342	32,996	33,535
	A	5	32,781	33,274	33,948	34,502
	A	6	33,723	34,230	34,923	35,493
	A	7	34,689	35,211	35,924	36,510
	A	8	35,681	36,228	36,961	37,564
	A	9	36,563	37,113	37,864	38,482
	A	10	37,675	38,242	39,016	39,653
Food Service Inspector-10 months/	B	1	34,816	35,137	35,848	36,433
	B	2	35,242	35,772	36,496	37,092
	B	3	35,977	36,518	37,256	37,866
	B	4	36,529	37,078	37,829	38,447
	B	5	37,584	38,150	38,922	39,557
	B	6	38,661	39,243	40,037	40,691
	B	7	39,772	40,370	41,187	41,860
	B	8	40,920	41,535	42,376	43,068
	B	9	42,256	42,891	43,760	44,474
	B	10	45,013	45,690	46,615	47,376
Omnibus Operator Class I-10 month	C	1	32,167	32,651	33,312	33,856
	C	2	32,749	33,242	33,915	34,488
	C	3	33,432	33,935	34,622	35,187
	C	4	33,946	34,456	35,154	35,728
	C	5	34,924	35,449	36,166	36,757
	C	6	35,926	36,466	37,204	37,812
	C	7	36,958	37,514	38,274	38,899
	C	8	38,026	38,598	39,379	40,022
	C	9	38,913	39,499	40,298	40,956
	C	10	40,097	40,700	41,524	42,202